

NAF PAY SYSTEM

PAY REPORT

The rates of pay for NF Levels 1 and 2 and the minimum of Level 3 are adjusted in accordance with local prevailing rate surveys. The latest changes, effective the first day of the first pay period beginning on or after September 10, 2016, are as follows: Average increases of 20 cents (1.7 percent) for Level 1 and 21 cents (1.4 percent) for Level 2. The rates of pay for NF Levels 3, 4, 5, and 6 may be adjusted as the General Schedule is adjusted. The adjustment shall not exceed the respective adjustments granted to corresponding appropriated fund GS and SES employees. The latest General Schedule increase was effective the first day of the first pay period beginning on or after January 1, 2016.

SURVEY SUMMARY BY PAY LEVEL

<u>SURVEY JOB TITLE</u>	<u>WEIGHTED MATCHES</u>	<u>AVERAGE</u>	<u>RANGE HIGH</u>	<u>LOW</u>
NF - 1				
SALES ASSOCIATE	767	12.43	23.48	9.47
CASHIER-CHECKER	1103	11.67	17.76	9.47
CUSTOMER SERVICE ASST	67	10.45	14.29	9.47
OFFICE CASHIER	14	12.52	17.05	9.82
TELLER	48	14.97	18.28	12.00
RECREATION ATTENDANT	22	12.18	15.00	10.02
DESK CLERK	122	11.06	12.50	10.75
NF - 2				
HEAD SALES PERSON	162	15.64	22.06	10.00
STORE DETECTIVE	26	14.62	18.15	12.73
HEAD CUSTOMER SVC ASST	38	14.70	20.70	11.70
SECRETARY	15	12.57	20.00	10.65
ACCOUNTING TECHNICIAN	8	15.28	20.60	11.79
NF - 3				
DEPARTMENT MANAGER	108	18.45	26.38	12.01
BOOKKEEPER	4	18.81	22.50	16.87

WAGE AREA : #141 Snohomish, WA
ORDER DATE : July 8, 2016
SURVEY : #031/021-42